ORDER

Bangalore, dated 31st December 1966.

S. O. 100.—WHEREAS the Government of Mysore are of opinion that an Industrial Dispute exists between the Workmen and the Management of Government Electric Factory, Mysore Road, Bangalore–26 on the points noted below:

NOW, THEREFORE, in exercise of the powers conferred by clause (d) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (Central Act No. XIV of 1947), the Government of Mysore hereby refer the said dispute for adjudication to the Additional Industrial Tribunal at Bangalore.

Points of dispute

"Whether the workmen of the Government Electric Factory are entitled to the following benefits;

If not to what other relief they are entitled" ?

I. **Leave facilities.**—The following leave facilities should be given to all the employees of the factory from 1st June 1967, irrespective of status, position held or work done by them *viz.*,

(1) One month's privilege leave with full pay.
(2) 7 days casual leave with full pay.
(3) 10 days sick leave with full pay.
(4) 10 days festival holidays with full pay.
(5) 2 days religious holidays with full pay.
(6) 3 months on full pay or 6 months on half pay for each 7 years of service.

II. **Grades.**—The minimum and maximum and the rate of increment of each and every grade of all cadres of the employees of the factory should be increased by 30 per cent and the enhanced rates should be given effect to from 1st June 1967.

(*b*) The difference and arrears accuring on account of the said increase, should be paid immediately.

(*c*) All the workers who were on the rolls of the factory as on 11th May 1964 should be given running grades (*viz*, clerks) *i.e.*, from the minimum of D or C to maximum of A grade without any hitch (grade means the revised grades).

(*d*) All employees recruited since 11th May 1964 be fixed in appropriate grades (after tests) in accordance with promotion rules.

III. **General increments and weightage.**—Apart from the general increments given every year weightage should be given now as follows :—

Employees who have put in—

3 to 8 years or below one increment as weightage.

8 to 16 years two increments

16 years and above three increments

effective from 1st June 1967 and the arrears etc. accruing thereof should be paid within 15 days from the date of acceptance.

IV. **Attendance and Watchmen grades.**—Some of the employees in these two categories are in 'C' and some of them in 'D' grades. This anomoly should be removed and all the employees in these two cadres should have one grade *i. e.* of 'C'.

(*b*) All categories of work should start from 'C' grade only in the factory.

(*c*) Sufficient number of watch and ward Supervisors should be posted so that there is no dearth of Supervisors in this all important section and extra expenses avoided on this account for want of Supervisors.

(*d*) Watch and ward Supervisors Grades and responsibilities should be fixed according to the duties performed or to be performed by them.

V. **Bonus.**—Bonus at the rate of two months salary or wages for the years 1964-65, 1965-66 should be paid exclusively of the amount already paid as advance for these two years.

VI. **Gratuity.**—The payment of gratuity to employees of this factory shall be as follows.—

Employees who have put in 10 or more years of service shall be paid gratuity of one months last drawn salary or wages (including dearness allowance) for each year of service.

(*b*) The discretionary clause of the management of paying or not paying should be dropped and gratuity paid as a matter of right to all employees who have put in 10 or more years of service.

(*c*) Gratuity should be paid in all cases of (1) Retirement (2) Voluntary resignation, (3) Removal from service due to any cause whatsoever.

VII. **Incentive Bonus.**—Incentive Bonus scheme as per the Truee Agreement dated 11th May 1964 should be given effect to and the arrears accruing thereof for the year 1964-65, 1965-66 and 1966-67 and also till date should be paid immediately.

VIII. **Retirement (Age Limit).**—The retiring age of the employees of this factory be raised from 55 years to 60 years.

IX. **Provident Fund Advances.**—Four months salary including dearness allowance should be granted to the employees as Provident Fund advance.

X. **Transport Section.**—The workers of 'C' and 'D' Grades of this Section should be raised to 'B' and 'A' grades and these sections should be reorganised so as to avoid extra expenses and wastage thereby efficiency is instituted.

XI. **Transportation facilities to Employees Children.**—Transport facilities from and to the Factory at nominal rates should be provided for the employees children residing in and nearby the factory quarters, for attending school in the city premises.

XII. **Allowance to Night Shift workers.**—The allowance of Rs. 0-25 n. p. per employee who is working in 2nd and 3rd shift should be paid per day.

XIII. **Store-keepers grades.**—The grades of the store keepers should be fixed taking into consideration of the importance and heavy responsibilities shouldered by them as the same has not been done so far".

[No. FCL 568 LLD 69.]

By Order and in the name of the Governor of Mysore,

1870 G. G. PUROHIT, *Under Secy.*